

ESG Factbook 2024/25

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Overview

About the ESG Factbook

GRI 2-3, GRI 2-4

For the first time, our annual report includes disclosures aligned with the European Sustainability Reporting Standards (ESRS), which are presented in our (Group) Sustainability Statement 2024/25

annualreport2024-25.aurubis.com. The ESG Factbook 2024/25 is designed to advance Aurubis’ commitment to transparent, data-driven sustainability reporting. Serving as both a supplement to the annual (Group) Sustainability Statement and a standalone reference, the ESG Factbook provides stakeholders with comprehensive insights into the company’s environmental, social and governance (ESG) performance. It consolidates disclosures aligned with the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS) and includes additional key performance indicators (KPIs) relevant to our alignment with the Sustainable Development Goals (SDG) and with our EcoVadis, CDP and other ratings.

The reporting period for the ESG Factbook is the 2024/25 fiscal year, spanning October 1, 2024 to September 30, 2025. Most environmental KPIs are presented for this fiscal year, while select metrics are reported on a calendar-year basis to meet internal management and regulatory requirements. The scope of consolidation covers all fully consolidated subsidiaries as of the fiscal year-end, mirroring the annual report. It excludes Schwermetall Halbzeugwerk GmbH & Co. KG, in which Aurubis holds a 50 % stake, and the Cablo GmbH joint venture with the TSR Recycling GmbH & Co. KG recycling company, in which Aurubis has held a 40 % stake since June 1, 2021. The environmental and energy KPIs are reported for production sites that are majority-owned (>50 %) by Aurubis [Sites and employees](#). This reflects the majority of energy consumption and emissions. The volumes from the sales offices are negligible in comparison. Copper production mentioned in the context of environmental KPIs refers to primary and secondary copper production at the Hamburg, Lünen, Olen, Pirdop, Beerse and Berango sites. Any deviations from the scope of consolidation are expressly stated for the relevant figures.

Expanding industrial leadership in sustainability

Our strategy defines sustainable action and management as a central consideration across all areas of the company. We continue to anchor sustainability throughout the entire company and in all of our workflows, processes and strategic projects in particular, based on binding targets and appropriate measures. We also acknowledge the importance of sustainability in our organizational structure: The Sustainability department is positioned at the highest level directly in the CEO’s business division.

Relevant fiscal data

Overview

	Unit	2024/25	2023/24
Operating earnings before taxes (EBT)	€m	355	413
ROCE (return on capital employed)	%	8.8	11.5
R&D expenditure	€m	17	14
Environmental protection investments	€m	155.4	214.4
Environmental protection investments since 2000 (cumulative)	€m	1,172.0	1,050.9

Sites and employees

GRI 2-7

Consolidated sites

Europe

DE	Hamburg	Aurubis AG (headquarters)	2,841	
		Peute Baustoff GmbH	10	
	Lünen	Aurubis AG	740	
	Stolberg	Aurubis Stolberg GmbH & Co. KG	442	
	Emmerich	Deutsche Giessdraht GmbH	122	
	Röthenbach	RETORTE GmbH Selenium Chemicals & Metals	50	
BG	Pirdop	Aurubis Bulgaria AD	1,021	
BE	Olen	Aurubis Olen NV/SA	715	
	Beerse	Aurubis Beerse NV	501	
FI	Pori	Aurubis Finland Oy	329	
IT	Avellino	Aurubis Italia Srl	90	
ES	Berango	Aurubis Berango S. L. U.	104	
UK	Edinburgh	Aurubis Beerse NV	1	
FR	Metz	Aurubis Beerse NV	1	
CZ	Prag	Aurubis Stolberg GmbH & Co. KG	1	
NL	Groenlo	Aurubis Stolberg GmbH & Co. KG	1	

Employees in Europe **6,969**

US

Augusta Aurubis Richmond LLP 221

Employees in the US **221**

Total employees **7,190**

The KPIs relate to permanent and temporary employment arrangements as of the reporting date of September 30, 2025.

Excluding companies consolidated using the equity method.

Sites without employees are not listed.

Group representative offices are not listed separately.

Non-consolidated sites and independent sales employees

Europe

DE	Hamburg	azeti GmbH	29
SE	Västerås	Aurubis Holding Sweden AB	2
TR	Istanbul	Aurubis Turkey Kimya Anonim Sirketi	1

Employees in Europe **32**

Asia

CN	Beijing ¹		1
	Shanghai	Aurubis Metal Products (Shanghai) Co., Ltd.	4
JP	Tokyo ¹		1
KR	Seoul ¹		1
UAE	Dubai	Aurubis Middle East DMCC	1

Employees in Asia **8**

Total employees **40**

¹ Agency/independent sales employees.

Raw materials	Concentrates and recycling materials are the raw materials from which copper is produced.	Concentrates Recycling materials
Sales and distribution network	An international sales and distribution network markets our products.	
Products	The copper is processed into products. Some products are already the result of copper production.	Cathodes Wire rod Shapes Specialty profiles Precious metals Minor metals Sulfuric acid Iron silicate Strip/foil Specialty wire Synthetic minerals

Certifications

The following table provides an overview of the ESG-relevant certifications of all our production sites.

Certifications by site

Site	The Copper Mark	EMAS	ISO 14001	ISO 50001	ISO 9001	IATF 16949	EfbV	ISO 45001	ISO 27001
Production sites									
Hamburg, headquarters (DE)	✓	✓	✓	✓	✓			✓	✓
Lünen (DE) ¹	✓	✓	✓	✓	✓		✓	✓	✓
Olen (BE)	✓		✓	✓	✓			✓	✓
Pirdop (BG)	✓		✓	✓	✓			✓	✓
Avellino (IT)	committed	✓	✓	✓	✓			✓	✓
Beerse (BE)	✓		✓	✓	✓			✓	✓
Berango (ES)			✓	✓	✓			✓	✓
Emmerich, Deutsche Giessdraht (DE)	✓		✓	✓	✓			✓	✓
Hamburg, Peute Baustoff (DE)			✓	✓	✓			✓	✓
Pori (FI)			✓	✓	✓			✓	✓
Röthenbach, RETORTE (DE)			✓	✓	✓			✓	✓
Stolberg (DE)	✓		✓	✓	✓	✓		✓	✓
Stolberg, Schwermetall Halbzeugwerk (DE) ²		✓	✓	✓	✓			✓	

¹ The plant is also certified through WEEELABEX in accordance with the European EN 50625 series of standards. The certificate confirms that waste electrical and electronic devices are efficiently handled and disposed of while minimizing the environmental impact.

² Not majority-owned by Aurubis (50 % stake).

Further information:

EMAS: system with guidelines for environmental management systems and environmental audits

ISO 14001: standard for environmental management systems

ISO 50001: standard for energy management systems

ISO 9001: standard for quality management systems

IATF 16949: standard for quality management systems in the automotive industry, based on ISO 9001

EfbV: Ordinance on Specialized Waste Management Companies (German certificate)

ISO 45001: standard for occupational safety management systems

ISO 27001: standard outlining requirements for information security management systems

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a global framework for addressing the most pressing environmental, social and economic challenges. Aurubis supports the SDGs through its core business activities, sustainability strategy, and partnerships across its value chain. Our actions focus on areas where we can have the greatest positive impact while managing our responsibilities as a global copper producer.

United Nations Global Compact

We have also been a signee of the United Nations Global Compact (UNGC) since 2014 and are committed to implementing its Ten Principles related to human rights, labor, environment and anti-corruption. Every year, we report our progress on implementing these principles to the UNGC. Further information can be found on the website of the UNGC [Communication on Progress \(CoP\)](#). We are also a member of the national chapters of the UNGC in Germany and Bulgaria.

Our contribution to the 17 Sustainable Development Goals

 <p>GOAL 3: Vision Zero management approach to preventing work-related accidents and injuries occupational safety anchored in supply chain management preventative measures to protect health</p>	 <p>GOAL 8: commitment to UN Guiding Principles on Human Rights at group sites and in the supply chain promoting digitalization, diversity and co-determination</p>	 <p>GOAL 15: environmental management approach at all production sites environmental protection anchored in supply chain management support for social projects that focus on environmental protection</p>
 <p>GOAL 4: promoting vocational training in apprenticeship programs professional development options for the workforce supporting educational projects in social engagement</p>	 <p>GOAL 9: use of our metals for CO₂ reduction, e.g.: in electric vehicles and offshore wind turbines core business recycling solutions innovative processes for more sustainable production</p>	 <p>GOAL 16: principles for good corporate governance commitment to German Federal Lobbying Act fight against corruption</p>
 <p>GOAL 5: targets for women in leadership positions cross-company Women4Metals network support for a social recycling project led by female entrepreneurs</p>	 <p>GOAL 10: fostering diversity and equal opportunities in the workforce and supply chain commitment to diversity social engagement projects to promote participation</p>	 <p>GOAL 17: stakeholder engagement through open dialogue on sustainability topics involvement in initiatives and projects for sustainable development</p>
 <p>GOAL 6: regular assessment of water management including water risk audits support for a water protection project involving international social engagement</p>	 <p>GOAL 12: energy conservation and responsible use of finite resources through metal recycling supplying raw materials for the energy and mobility transition</p>	
 <p>GOAL 7: management approach for efficient energy use and the use of renewable energy sources Aurubis as an energy provider through industrial heat</p>	 <p>GOAL 13: decarbonization roadmap aiming for carbon neutrality before 2050 climate protection anchored in supply chain management identification of climate-related risks to develop climate strategies innovative testing for decarbonization (hydrogen, ammonia)</p>	

ESG ratings and awards

ESG ratings

For many years, we have ensured our sustainability achievements are transparent in a variety of ways. These include reporting in the Non-Financial Report, Sustainability Report, and KPI Update in the past and, currently, in the (Group) Sustainability Statement and the ESG Factbook. Participating in sustainability rankings and ratings has also been crucial in our ongoing efforts to provide a high level of transparency.

We are especially proud to have received EcoVadis' platinum medal in 2025, putting us in the top 1 % of rated companies.

We are also rated by organizations such as MSCI, Sustainalytics, ISS ESG, S&P Global, and Bloomberg ESG, in addition to participating in the CDP rating.

More information can be found on our website www.aurubis.com/en/responsibility/reporting-kpis-and-esg-ratings.

Aurubis honored with the 17th German Sustainability Award

Aurubis received the most comprehensive award of its kind in Germany for its pioneering role in sustainability and was recognized for its activities in carbon-neutral and circular metal production. Aurubis also numbered among the finalists for the 15th German Sustainability Award in 2022 and has intensified its efforts to promote sustainability even further since then.



ESG ratings: What analysts have to say

CDP Climate Change	2025 thematic score: B
CDP Water Security	2025 thematic score: A-

Aurubis has completed the CDP climate questionnaire since 2015 and the CDP water security questionnaire since 2021

EcoVadis	2025 score: 85/100 (platinum medal)
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Achieved: EcoVadis platinum medal | Aurubis is in the top 1 % of rated companies

MSCI ¹	2025 rating: A
ISS ESG corporate rating	Prime status since 2012 2025 rating: B+
Sustainalytics ²	2025 management score: 66.3/100 (strong)

Ranked 4th of 182 in the industry in Sustainalytics for 2025

S&P Global (CSA)	2025 CSA score: 54/100
Bloomberg ESG	4.93 as of December 2025 (better than 75 % of companies in the iron and base metals category)

Disclaimers for ESG ratings:

- ¹ MSCI: The use of any data of MSCI ESG Research LLC or its affiliates ("MSCI") by Aurubis, as well as the use of MSCI logos, trademarks, service marks, or index names herein, does not constitute a sponsorship, endorsement, recommendation, or promotion of Aurubis by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided "as is" and without warranty. MSCI names and logos are trademarks or service marks of MSCI.
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Aurubis 2030 sustainability targets

Topic **Ambition** **2030 targets**

€ **Economy**

Governance and ethics	We uphold the principles of responsible corporate governance.	
Recycling solutions	We offer comprehensive value chain solutions for the circular economy.	Up to 50 % average recycling content in copper cathodes.
Responsible supply chain	We minimize negative impacts on people and the environment in our supply chains.	Doubling the number ¹ of certified or audited sources for copper-containing concentrates.

¹ FY 2024/25 reference value: 25 % of copper sources have been certified or audited.

Topic **Ambition** **2030 targets**

 **Environment**

Energy and climate	We will be carbon-neutral before 2050.	-50 % absolute Scope 1 and Scope 2 emissions (reference year 2018). ²
		-24 % Scope 3 emissions per ton of copper cathode (reference year 2018). ³
Environmental protection	We produce with the smallest environmental footprint in our sector.	-15 % specific dust emissions in g/t multimetal copper equivalent.

² Evolving market dynamics, regulatory changes, technological advancements, and competitive pressures in a global environment as well as investment decisions for future growth projects may influence the feasibility of our targets. These internal and external factors will be considered during target reviews.

³ Refers to internally produced copper cathodes.

Topic **Ambition** **2030 targets**

 **People**

Health and safety	We prevent work-related accidents, injuries and illnesses (Vision Zero).	LTIFR < 1.0
Future-oriented employer	We create a work environment for close collaboration and promote diversity and commitment. We passionately work for the progress of the company and society.	100 % of our employees receive adequate wages. 100 % of relevant employees receive training on unconscious bias and anti-discrimination.
Training and education	We provide high-quality vocational training and invest in forward-looking qualifications for employees.	100 % fulfillment of the training quota in hours (training quota: 18 hours per year and employee).
Social engagement	Locally and internationally, we are a reliable partner that is making a lasting contribution to a livable environment.	80 % long-term partners (percentage of total budget). €2 million annual budget for social engagement.

Environment

Energy and climate

Energy consumption

GRI 302-1 ESRS E1-5 — Energy consumption and mix

Energy consumption from non-renewable sources	Unit	2024/25
(1) Fuel consumption from coal and coal products	MWh	104,054
(2) Fuel consumption from crude oil and petroleum products	MWh	270,238
(3) Fuel consumption from natural gas	MWh	1,210,832
(4) Fuel consumption from other fossil sources	MWh	24,770
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	1,246,064
(6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)	MWh	2,855,957
Share of fossil sources in total energy consumption	%	91
(7) Consumption from nuclear sources	MWh	71,593
Share of consumption from nuclear sources in total energy consumption	%	2
Energy consumption from renewable sources		
(8) Fuel consumption for renewable sources ¹	MWh	2,954
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	148,975
(10) The consumption of self-generated non-fuel renewable energy	MWh	60,813
(11) Total renewable energy consumption (calculated as the sum of lines 8 to 10)	MWh	212,742
Share of renewable sources in total energy consumption	%	7
Total energy consumption (calculated as the sum of lines 6, 7 and 11)	MWh	3,140,292

¹ Includes industrial and municipal waste of biologic origin, biogas, hydrogen from renewable sources.

Energy intensity per net revenue¹

GRI 302-3 ESRS E1-5 — Energy consumption and mix

in MWh per € million	2024/25
Total energy consumption per net revenue	173

¹ Turnover is not segmented pursuant to NACE codes in the financial reporting, so we base the calculation of the metric on total turnover. Aurubis does not view this metric as relevant for control purposes, since it neither conveys the specific demands of the business model, nor does it ensure a meaningful comparison between different periods. The calculation is based on the turnover provided in the Consolidated Financial Statements, see [Consolidated Financial Statements](#), [Consolidated Income Statement](#).

Renewable and non-renewable energy production

ESRS E1-5 — Energy consumption and mix

in MWh	2024/25
Non-renewable energy production	7,875
Renewable energy production	60,813

CO₂ emissions in FY 2024/25

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, ESRS E1-6 — Gross Scopes 1, 2, 3 and Total GHG emissions

	Unit	Retrospective	Milestones and target years (calendar years)			
		2024/25	Base year	2025	2030	2050
Scope 1 GHG emissions						
Gross Scope 1 GHG emissions	1,000 t CO ₂ eq	501.55				
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	93				
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions	1,000 t CO ₂ eq	418.41				
Gross market-based Scope 2 GHG emissions	1,000 t CO ₂ eq	467.27				
Absolute Scope 1 and Scope 2 emissions (Total)¹	1,000 t CO ₂ eq	968.82	1,554		777	
Significant Scope 3 GHG emissions						
Total Gross indirect (Scope 3) GHG emissions	1,000 t CO ₂ eq	4,513.84				
1 Purchased goods and services	1,000 t CO ₂ eq	2,596.99				
2 Capital goods	1,000 t CO ₂ eq	208.23				
3 Fuel and energy-related activities ¹	1,000 t CO ₂ eq	321.90				
4 Upstream transportation and distribution	1,000 t CO ₂ eq	485.96				
5 Waste generated in operations	1,000 t CO ₂ eq	38.94				
6 Business traveling	1,000 t CO ₂ eq	0.99				
7 Employee commuting	1,000 t CO ₂ eq	3.96				
9 Downstream transportation	1,000 t CO ₂ eq	820.58				
15 Investments	1,000 t CO ₂ eq	36.29				
Relative Scope 3 emissions per ton of copper cathode²	CO ₂ /copper cathode	4.12	6.0		4.5	
Total GHG emissions						
Total GHG emissions (location based)	1,000 t CO ₂ eq	5,433.81				
Total GHG emissions (market based)	1,000 t CO ₂ eq	5,482.66				
GHG intensity per net revenue³						
Total GHG emissions (location-based) per net revenue	t CO ₂ eq/€	0.30	-	-	-	-
Total GHG emissions (market-based) per net revenue	t CO ₂ eq/€	0.30	-	-	-	-

¹ Progress towards achieving the target is presented in more detail on a calendar-year basis in (Group) Sustainability Statement, E1-4 — Targets related to climate change mitigation and adaptation.

² Refers to internally produced copper cathodes.

³ The calculation of GHG intensity per net revenue is subject to the same assumptions as the energy intensity per net revenue, as detailed in (Group) Sustainability Statement, E1-5 — Energy consumption and mix.

CO₂ emissions in CY 2024

GRI 305-1, GRI 305-2, GRI 305-3

	Unit	2024	2023	2022
Scope 1 (emissions produced as a direct result of burning fuels in internal facilities)	1,000 t CO ₂ eq	496	564	555
Scope 2 (emissions related to purchased energy, e.g., electricity)	1,000 t CO ₂ eq	495	613	679
Total (Scope 1 + 2)	1,000 t CO ₂ eq	991	1,177	1,234
Scope 3 (other indirect emissions)	1,000 t CO ₂ eq	4,548	4,630	4,113

Scope 3 emissions by activity

GRI 305-3

	Unit	2024
Purchased goods and services	%	66.9
Capital goods	%	6.1
Fuels and energy-related activities	%	4.7
Upstream transportation	%	7.8
Generated waste	%	0.9
Business travel	%	0.04
Employees' commuting routes	%	0.1
Downstream transportation and distribution	%	13.5

Reduction in energy consumption and CO₂ emissions through individual projects¹

GRI 302-4, GRI 305-5

	Unit	2024
Total	MWh	11,260
Total	t CO ₂ eq	4,476
New Ebner bell annealer Aurubis Stolberg (DE)		
– energy reduction	MWh	1,000
– emissions reduction	t CO ₂ eq	455
Optimization of fuel use in burners, Avellino (IT)		
– energy reduction	MWh	3,024
– emissions reduction	t CO ₂ eq	168
Pipe insulation, Avellino (IT)		
– energy reduction	MWh	1,617
– emissions reduction	t CO ₂ eq	90
Replacement of hydraulic pumps' regulation system, Avellino (IT)		
– energy reduction	MWh	865
– emissions reduction	t CO ₂ eq	420
Electrification of subprocesses in wire plant, Emmerich (DE)		
– energy reduction	MWh	1,150
– emissions reduction	t CO ₂ eq	200
Substitution of limestone in furnace, Hamburg (DE)		
– energy reduction	MWh	2,272
– emissions reduction	t CO ₂ eq	2,680
Cooling tower pumps, Hamburg (DE)		
– energy reduction	MWh	682
– emissions reduction	t CO ₂ eq	237
SO ₂ blower in acid plant, Hamburg (DE)		
– energy reduction	MWh	650
– emissions reduction	t CO ₂ eq	226

1. List is not comprehensive and does not include savings through the purchase of renewable energies.

Air emissions

Nitrogen oxides (NO_x), sulfur oxide (SO₂), and dust¹

GRI 305-7

	Unit	2024	2023	2022
NO _x	t	939	805	877
SO ₂	t	4,472	4,799	4,789
Dust	t	61	81	77
Specific dust emissions ¹	g/t multimetal copper equivalent	36	42	40

¹ Values based on multimetal production sites: Hamburg, Lünen, Pirdop, Olen, Beerse and Berango.

Air pollutant emissions

GRI 305-7

ESRS E2-4 — Pollution of air

in kg	2024/25
SO _x	4,091,732
CO	2,956,296
NO _x	862,310
Benzene	1,483
Hg	90
Zn	6,418
Pb	2,215
Cu	4,386
Cd	84
As	311
Ni	61

Water

Water and effluents

GRI 303-3, GRI 303-4, GRI 303-5

	Unit	2024	2023	2022
Total water withdrawal	million m ³	63.0	73.2	70.7
Water withdrawal by source:				
– Surface water	million m ³	60.1	69.8	67.4
– Rainwater	million m ³	0.8	0.9	0.6
– Groundwater	million m ³	0.4	0.4	0.4
– Municipal water	million m ³	1.2	1.8	2.0
– Other ¹	million m ³	0.6	0.4	0.3
Total water discharge	million m ³	57.9	67.5	66.4
Water discharge by destination:				
– Surface water	million m ³	57.7	66.5	65.3
– Municipal wastewater system	million m ³	0.3	1.0	1.1
– Wastewater to third parties	million m ³	<0.1	<0.1	<0.1
Metal emissions to water²	g/t multimetal copper equivalent	0.7	0.6	0.7

¹ Other: distilled water, steam, etc.

² We refer here to the multimetal production sites that discharge directly into water. In Lünen and Berango, wastewater is directed to the public sewer system after being treated at the plant premises and is therefore not included.

Waste

GRI 306-3, GRI 306-4, GRI 306-5

	Unit	2024	2023	2022
Hazardous waste	t	52,828	44,392	47,361
Landfilling	t	40,455	31,976	36,332
Disposal (thermal)	t	128	79	159
Thermal utilization	t	535	721	659
Recycling	t	10,516	10,117	8,035
Internal utilization/recycling	t	1,194	253	1,919
Non-hazardous waste	t	27,972	38,496	38,740
Landfilling	t	379	2,032	2,731
Disposal (thermal)	t	733	628	643
Thermal utilization	t	1,510	939	802
Recycling	t	22,687	33,721	33,828
Internal utilization/recycling	t	2,663	885	664
Construction waste	t	131,019	94,359	126,730

Resource use

Allocation of resource inflows¹

GRI 301-1

ESRS E5-4 — Resource inflows

Total weight of metal-containing inflows (throughput, in dmt)	2024/25
Primary	2,498,401
Secondary	864,709

¹ The proportion of primary and secondary resource inflows cannot be compared to the recycling rate, for example of the cathode. The higher resource inflow from primary sources (concentrates) results from lower copper content on average compared to secondary sources (recycling material).

Recycled content of products (%)

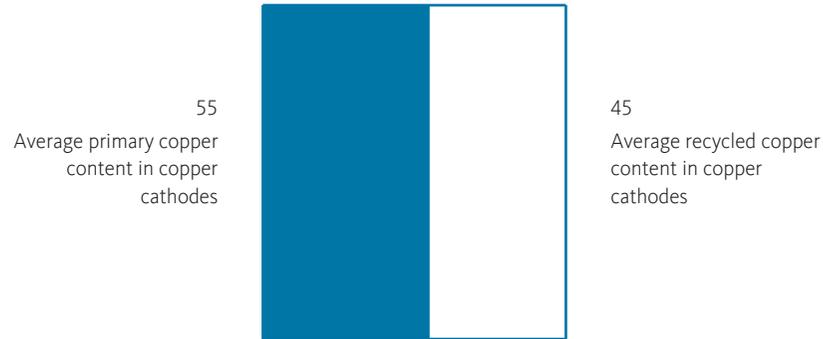
GRI 301-2

ESRS E5-4 — Resource inflows

Recycled content of products (%)	2024/25
Copper cathodes	45
Aurubis Rod (continuous cast wire rod)	38
Aurubis FOXROD (oxygen-free copper wire)	70
Aurubis SHAPES (continuous cast shapes)	36
Aurubis BARS & PROFILES (bars & profiles)	70
Gold	33
Silver	58
Tin	100
Nickel from nickel sulfate	60
Lead	95
Platinum group (PGM) — platinum and palladium	67

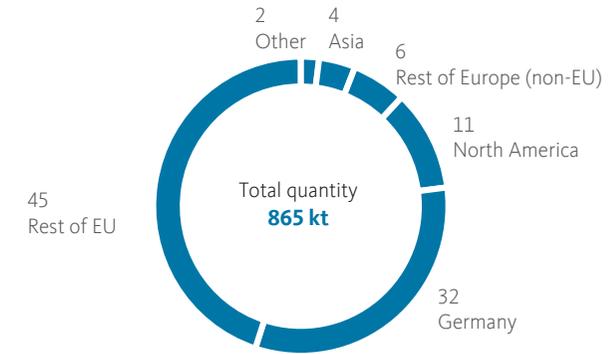
Average recycled copper content in copper cathodes in the group in FY 2024/25

in %



Origin of recycling material throughput in FY 2024/25¹

in %

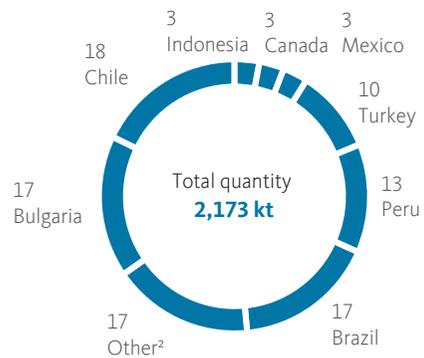


¹ Percentages have been commercially rounded; totals may therefore deviate slightly from 100 %.

Origin of concentrate throughput in FY 2024/25¹

GRI 301-2

in %



¹ Percentages have been commercially rounded; totals may therefore deviate slightly from 100 %.

² All countries with a contribution of less than 3 % are included here.

To evaluate our environmental protection performance, we carried out a life cycle assessment (LCA) for each of our main products. The results are available on our website [Environmental profiles](#).

Biodiversity

Conservation areas in close proximity (copper production sites)

GRI 101-5

	Activities at site	Name	Ecologically sensitive area	Distance to sensitive area	Area type
Hamburg (DE)	Custom smelting & products	Hamburger Untereibe	Natura 2000	200 – 600 m	Area of biodiversity importance
		Holzhafen	Natura 2000	600 – 1,000 m	Area of biodiversity importance
		Heuckenlock/Schweenssand	Natura 2000	3,600 m	Area of biodiversity importance
Pirdop (BG)	Custom smelting & products	Tsentralen Balkan — bufer (bird sanctuary)	Natura 2000	ca. 1,700 m, ca. 2,300 m	Area of biodiversity importance
		Tsentralen Balkan — bufer (nature reserve)	Natura 2000	ca. 1,000 m	Area of biodiversity importance
		Sredna Gora ¹	Natura 2000	ca. 2,300 m	Area of biodiversity importance
Lünen (DE)	Multimetal recycling	In den Kaempen, Im Mersche, and Langerner Hufeisen	Natura 2000	< 2,000 m	Area of biodiversity importance
		Lippeaue	Natura 2000	< 5,000 m	Area of biodiversity importance
		Lippe-Unna, Hamm, Soest, Warendorf	Natura 2000	< 2,500 m	Area of biodiversity importance
Olen (BE)	Multimetal recycling and custom smelting & products	Valleigebied van de Kleine Nete met haar brongebieden, moerassen en heiden	Natura 2000	ca. 1,000 m	Area of biodiversity importance
		De Vallei van de Kleine Nete Benedenstroom	VEN ²	ca. 1,000 m	Area of biodiversity importance
		Het Olens Broek-Langendonk	VEN ²	ca. 1,000 m	Area of biodiversity importance
Beerse (BE)	Multimetal recycling	Eksterheide	Natura 2000	ca. 500 m	Area of biodiversity importance
		Duivelskuil	Natura 2000	ca. 750 m	Area of biodiversity importance
		De Pomp-Poelberg	Natura 2000	ca. 1,000 m	Area of biodiversity importance
Berango (ES)	Multimetal recycling	Ría de Mundaka-Cabo de Ogoño Marine Area	Natura 2000	ca. 3,500 m	Area of biodiversity importance
		Ría del Barbadun	Natura 2000	ca. 10,000 m	Area of biodiversity importance

¹ The Sredna Gora nature conservation area is home to the Dushantsi Reservoir, which was created at the same time the copper smelter was constructed in the 1950s to supply industrial water to the Pirdop plant and is operated by Aurubis.

² VEN: Vlaams Ecologisch Netwerk (Flemish Ecological Network).

Social

Personnel

Personnel structure

GRI 2-7, GRI 405-1 ESRS S1-6 – Characteristics of the undertaking’s employees

	2024/25
	Number of employees (head count)
Gender	
Male	6,127
Female	1,063
Other ¹	N/A
Not reported	N/A
Total employees	7,190

¹ We currently do not record a third gender in the group globally. We will review the relevance of the category for future external reporting.

	2024/25				
Head count	Male	Female	Other ²	Not reported	Total
Number of employees	6,127	1,063	N/A	N/A	7,190
Number of permanent employees	5,600	955	N/A	N/A	6,555
Number of employees without guaranteed hours ¹	527	108	N/A	N/A	635

¹ Aurubis only hires employees with guaranteed working hours.

² We currently do not record a third gender in the Group globally. We will review the relevance of the category for future external reporting.

Other personnel metrics

GRI 2-7, GRI 2-8, GRI 401-1, GRI 405-1 ESRS S1-6 – Characteristics of the undertaking’s employees

	Unit	2024/25	2023/24	2022/23
Total employees	Number	7,190	6,979	7,230
Apprentices (including Pirdop, BG)	Number	307	283	305
– Female	%	14	15	12
– Male	%	86	85	88
Temporary workers ¹	Number	169	143	136
New hires (including apprentices)	Number	798	961	930
Turnover rate (excluding apprentices)	%	10.0	9.9	8.3
Average length of employment in the company	Years	12.4	12.7	13.3

¹ Personnel that are legally employed by an external service provider, regularly work for Aurubis, and have been approved in the course of internal personnel and resource planning. External consultants and service providers are not included.

Apprenticeship rate and apprentice retention rate in Germany

GRI 2-7

in %	2024/25	2023/24	2022/23
Apprenticeship rate	6.9	6.8	7.5
Apprentice retention rate	73.3	73.6	67.3

Temporary and permanent employment contracts (by country)¹

GRI 2-7

ESRS S1-6 — Characteristics of the undertaking's employees

	Unit	2024/25		2023/24		2022/23	
		Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Total employees	Number	6,548	335	6,373	323	6,621	304
Employees in Germany	Number	3,665	251	3,595	238	3,499	209
Employees in Europe (excluding Germany)	Number	2,686	60	2,618	85	2,549	82
Employees in the US	Number	197	24	160	0	573	13

¹ Excluding apprentices.

Age structure of employees

GRI 405-1

ESRS S1-9 — Diversity metrics

as of the September 30 reporting date

	2024/25
Age	Number of employees
<30	1,371
30 to 50	3,815
>50	2,004
Total	7,190

Proportion of employees covered by collective wage agreements

GRI 2-30

ESRS S1-8 — Collective bargaining coverage and social dialogue

	2024/25	
	Collective bargaining coverage	Social dialogue
Coverage rate	Employees — EEA	Employees — Non-EEA Workplace representation (EEA only)
0–19 %	-	USA
20–39 %	-	-
40–59 %	-	Italy
60–79 %	-	Bulgaria
80–100 %	Germany, Bulgaria, Italy, Belgium, Spain, Finland	Belgium, Germany, Finland, Spain

Proportion of women in management

GRI 405-1

ESRS S1-9 — Diversity metrics

	2024/25	
	Numerical value	Percentage
Gender		
Female	41	20
Male	161	80
Other ¹	N/A	N/A
Not reported	N/A	N/A
Total	202	100

¹ We currently do not record a third gender in the Group globally. We will review the relevance of the category for future external reporting.

KPI on living wages

ESRS S1-10 — Adequate wages

in %	2024/25
Employees with a salary above the living wage ¹	100

¹ The estimate is based on the benchmarks found at WageIndicator.org, which are specific to each country and region in which we operate.

Individuals with disabilities

GRI 405-1

in %	2024/25	2023/24	2022/23
Percentage of individuals with a severe disability ¹	4.8	4.8	5.1

¹ For Aurubis AG.

Training metrics

GRI 404-1

ESRS S1-13 — Training and skills development metrics

		2024/25
Employee category	Gender	The average number of training hours per employee
Blue collar	Female	32.5
	Male	22.8
	Other ¹	0.0
White collar	Female	20.7
	Male	22.6
	Other ¹	0.0
Total		22.8

¹ We currently do not record a third gender in the group globally. We will review the relevance of the category for future external reporting.

Work-life balance metrics

GRI 401-3

in %	2024/25
Employees entitled to take family-related leave	99

Occupational health and safety

Occupational safety metrics

GRI 403-9, GRI 403-10

ESRS S1-14 — Health and safety metrics

	2024/25
The number of fatalities as a result of work-related injuries and work-related ill health¹	1
of which fatalities of own workforce	0
of which fatalities of temporary workers and employees of external companies	1
Number of recordable work-related accidents²	316
of which recordable work-related accidents of own workforce	234
of which recordable work-related accidents of temporary workers and employees of external companies	82
Rate of recordable work-related accidents³	18.9
Rate of recordable work-related accidents of own workforce	22.7
Rate of recordable work-related accidents of temporary workers and employees of external companies	12.8

¹ Includes all employees working at Aurubis sites. Temporary workers are employed by a temporary employment agency and not by Aurubis directly. Managerial authority is transferred to the hirer (Aurubis), who is responsible for health and safety. An employee of an external company, on the other hand, is a person who is directly employed by a legal entity and is contracted by Aurubis to perform work or deliver services.

² Recordable work-related accidents within the meaning of the ESRS include all work-related incidents that lead to injury or illness and require medical treatment beyond first aid and/or absence from work. The German definition of “recordable accidents/incidents” (accidents with personal injury and more than three lost work shifts) differs from the international definition of “recordable incidents/accidents” and as such cannot be directly compared.

³ Recordable accidents per 1 million hours worked.

Other occupational safety metrics

GRI 403-9, GRI 403-10

ESRS S1-14 — Health and safety metrics

	Unit	2024/25	2023/24	2022/23
Employees				
Absolute number of accidents ¹	Number	36	33	34
– of which fatal accidents	Number	0	3	0
LTIFR	Rate	3.5	3.1	3.2
Severity rate	Rate	0.19	0.20	0.27
Total hours worked	Number	10,311,489	10,854,359	10,335,754
Temporary workers				
Absolute number of accidents	Number	2	5	4
– of which fatal accidents	Number	0	0	0
LTIFR	Rate	7.6	17.5	16.0
Contractors				
Absolute number of accidents	Number	10	19	12
– of which fatal accidents	Number	1	1	0
LTIFR	Rate	1.6	3.8	2.8

¹ Accidents with lost time of at least one full shift, including fatalities. Minority shareholdings not included.

Human rights in own operations

Incidents, complaints and severe human rights impacts

GRI 2-27, GRI 406-1

ESRS S1-17 – Incidents, complaints and severe human rights impacts

2024/25

Total number of incidents of discrimination, including harassment	12
Number of complaints filed through channels for people in own workforce to raise concerns (excluding discrimination) ¹	5
Number of severe human rights incidents connected to the undertaking's workforce, such as forced labor, human trafficking, or child labor ¹	0

¹ We also consider complaints that have been submitted to the national points of contact for multinational OECD undertakings regarding defined topics, though cases that have already been reported are excluded. No complaints were submitted in fiscal year 2024/25.

Responsible sourcing

in %

2024/25

Buyers of raw materials who have received training on responsible sourcing ¹	100
Long-term primary raw material contracts that include contractual safeguards on environmental protection, safety and human rights	100

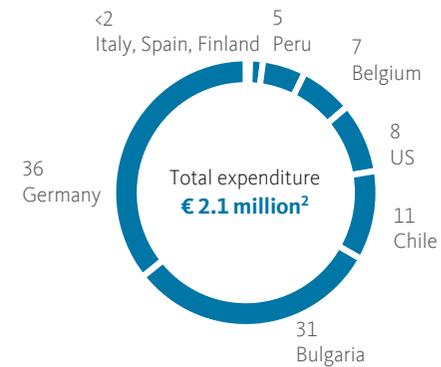
¹ The training covers a range of topics, including responsible sourcing and supply chain due diligence, human rights and labor practices, environmental topics, conflict minerals, and legal compliance. It also addresses Aurubis' responsible sourcing management system, including policies and commitments; grievance mechanism; functionality and purpose of the Business Partner Screening Process; prevention and mitigation approaches; assurance; reporting; and other specific supply chain topics related to gold, silver and tin. The training content is shared with independent third party auditors in order to confirm Aurubis' compliance with internationally recognized frameworks.

Social engagement

Total expenditure for social engagement and regional distribution in FY 2024/25^{1, 2}

GRI 203-1

in %



¹ Percentages have been commercially rounded; totals may therefore deviate slightly from 100 %.

² The total expenditure mainly comprises sponsorship contributions and donations.

Governance

Association work and political lobbying

GRI 2-28

Aurubis considers transparent and responsible political engagement an essential element of its corporate governance. Through its Corporate External Affairs department, reporting directly to the CEO, the company coordinates and conveys its positions to political and regulatory stakeholders at local, national and European levels. The department works closely with internal experts to prepare briefings, public statements, and policy contributions. Aurubis engages in independent lobbying based on its Corporate External Affairs Policy and participates actively in industry associations to shape policy through constructive dialogue with stakeholders from business, science and civil society.

The company maintains representative offices in Brussels and Berlin, enabling continuous communication with EU and German political institutions, as well as in local communities near its production sites. In the reporting year, a key lobbying focus was securing a sustainable and competitively priced energy supply. Aurubis collaborates with associations like the BDI, VCI and BDE to shape energy and climate policy. Committed to transparency, the company discloses its lobbying expenses in the EU and German transparency registers and publishes its consultation contributions on the European Commission's website.

Our contributions to public consultations at the EU level are accessible on the European Commission website www.commission.europa.eu/about/service-standards-and-principles/transparency/consultations_de.

Aurubis is included in the EU Transparency Register transparency-register.europa.eu, which publishes expenditures for lobbying at the European level. Aurubis is also included in the German lobbying transparency register www.lobbyregister.bundestag.de. In the 2023/24 fiscal year, Aurubis spent €970,001 to €980,000 on the representation of interests in Germany and €400,000 to €499,999 on the representation of interests in Europe. Aurubis does not donate to any political parties or candidates.

Selection of the most important association memberships

- » Belgian Federation for the Technology Industry (Agoria)
- » Italian Association of Non-Ferrous Metals Industries (ASSOMET)
- » Bulgarian Association of the Metallurgical Industry (BAMI)
- » Association of the German Waste, Water and Circular Economy (Bundesverband der Deutschen Entsorgungs, Wasser und Kreislaufwirtschaft, BDE)
- » Federal Association of German Industries (Bundesverband der Deutschen Industrie, BDI)
- » German Equities Institute (Deutsches Aktieninstitut, DAI)
- » Eurometaux — European Association of Metals
- » European Precious Metals Federation (EPMF)
- » German Precious Metals Federation (Fachvereinigung Edelmetalle, FVEM)
- » German chambers of industry and commerce (including in Hamburg, Dortmund and Aachen)
- » International Copper Association (ICA)
- » German Chemical Industry Association (Verband der Chemischen Industrie, VCI)
- » Association of German Metal Traders (Verband Deutscher Metallhändler, VDM)
- » European Electronics Recyclers Association (EERA)
- » Association of Finnish Steel and Metal Producers (Metallinjalostajat)

Anti-corruption and compliance

Compliance and anti-corruption: Employees trained in the past three fiscal years

GRI 205-2
ESRS G1-3 — Prevention and detection of corruption and bribery

	Unit	2022/23 – 2024/25
Anti-corruption	Employees	1,641
Percentage of total workforce	%	22.8
Antitrust law	Employees	710
Percentage of total workforce	%	9.9

Incidents or lawsuits

GRI 205-3, GRI 206-1

	Unit	2024/25
Corruption	Number	0
Antitrust law	Number	0

GRI content index

Statement of use	Aurubis AG has reported the information cited in this GRI content index for the period between October 1, 2024 and September 30, 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	None

The table below primarily references the Annual Report 2024/25; however, for ease of reference, relevant data has also been reproduced in this document. The corresponding chapter or document is referenced where information is included exclusively in either this or in other documents.

GRI standard	Disclosure	Location
General disclosures		
GRI 2: General disclosure 2021		
GRI 2-1	Organizational details	Annual Report 2024/25, Foundations of the Group, pages 59–60 Annual Report 2024/25, Aurubis Shares on the Capital Market, page 54
GRI 2-2	Entities included in the organization’s sustainability reporting	Annual Report 2024/25, BP-1, page 114
GRI 2-3	Reporting period, frequency and contact point	About the ESG Factbook Imprint
GRI 2-4	Restatements of information	About the ESG Factbook
GRI 2-5	External assurance	Annual Report 2024/25, Supervisory Board Report, page 13 Annual Report 2024/25, Independent Auditor’s Report, pages 270–272
GRI 2-6	Activities, value chain, and other business relationships	Annual Report 2024/25, SBM-1, page 118
GRI 2-7	Employees	Sites and employees Personnel structure Other personnel metrics Apprenticeship rate and apprentice retention rate in Germany Temporary and permanent employment contracts (by country)
GRI 2-8	Workers who are not employees ¹	Other personnel metrics

GRI standard	Disclosure	Location
GRI 2-9	Governance structure and composition	Annual Report 2024/25, GOV-1, page 116
GRI 2-10	Nomination and selection of the highest governance body	Annual Report 2024/25, Corporate Governance, pages 17–28
GRI 2-11	Chair of the highest governance body	Annual Report 2024/25, Corporate Governance, pages 18–26
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report 2024/25, GOV-1, page 116 Annual Report 2024/25, GOV-2, page 116 Annual Report 2024/25, SBM-2, page 119
GRI 2-13	Delegation of responsibility for managing impacts	Annual Report 2024/25, GOV-1, page 116 Annual Report 2024/25, GOV-2, page 116
GRI 2-14	Role of the highest governance body in sustainability reporting	Annual Report 2024/25, GOV-1, page 116
GRI 2-15	Conflicts of interest	Annual Report 2024/25, Corporate Governance, pages 20–25
GRI 2-16	Communication of critical concerns	Annual Report 2024/25, GOV-1, page 116
GRI 2-17	Collective knowledge of the highest governance body	Annual Report 2024/25, GOV-1, page 116
GRI 2-18	Evaluation of the performance of the highest governance body	Annual Report 2024/25, Corporate Governance, pages 35–37
GRI 2-19	Remuneration policies	Annual Report 2024/25, GOV-3, pages 116–117 Annual Report 2024/25, Corporate Governance, page 32
GRI 2-20	Process to determine remuneration	Annual Report 2024/25, GOV-3, pages 116–117
GRI 2-22	Statement on sustainable development strategy	Annual Report 2024/25, SBM-1, page 118

GRI standard	Disclosure	Location
GRI 2-23	Policy commitments	Annual Report 2024/25, IRO-2, pages 121–123
GRI 2-24	Embedding policy commitments	Annual Report 2024/25, E1-3, pages 133–136 Annual Report 2024/25, E2-2, pages 142–143 Annual Report 2024/25, E3-2, page 145 Annual Report 2024/25, E4-3, page 146 Annual Report 2024/25, E5-2, page 148 Annual Report 2024/25, S1-4, pages 153–155 Annual Report 2024/25, S2-4, page 162 Annual Report 2024/25, S3-4, pages 165–166 Annual Report 2024/25, G1-2, pages 167–168 Annual Report 2024/25, G1-3, pages 169–170 Annual Report 2024/25, IT & cybersecurity policies, pages 170–171
GRI 2-25	Process to remediate negative impacts	Annual Report 2024/25, S1-1, pages 151–152 Annual Report 2024/25, S1-3, pages 152–153 Annual Report 2024/25, S2-1, pages 160–161 Annual Report 2024/25, S2-3, pages 161–162 Annual Report 2024/25, S2-4, page 162 Annual Report 2024/25, S3-1, page 164 Annual Report 2024/25, S3-3, page 165 Annual Report 2024/25, S3-4, pages 165–166
GRI 2-26	Mechanisms for seeking advice and raising concerns	Annual Report 2024/25, G1-3, pages 169–170
GRI 2-27	Compliance with laws and regulations ¹	Incidents, complaints and severe human rights impacts
GRI 2-28	Membership associations	Association work and political lobbying
GRI 2-29	Approach to stakeholder engagement	Annual Report 2024/25, SBM-2, page 119
GRI 2-30	Collective bargaining agreements	Proportion of employees covered by collective wage agreements
Material topics		
GRI 3: Material topics 2021		
GRI 3-1	Process to determine material topics	Annual Report 2024/25, IRO-1, pages 120–121
GRI 3-2	List of material topics	Annual Report 2024/25, Index of disclosure requirements according to ESRS, pages 112–114 Annual Report 2024/25, BP-1, page 114

GRI standard	Disclosure	Location
Biodiversity		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, E4, pages 145–146
GRI 101: Biodiversity 2024		
GRI 101-1	Policies to halt and reverse biodiversity loss	Annual Report 2024/25, E4-2, page 146
GRI 101-2	Management of biodiversity impacts	Annual Report 2024/25, E4, pages 145–146
GRI 101-4	Identification of biodiversity impacts	Annual Report 2024/25, E4-SBM-3, pages 145–146
GRI 101-5	Locations with biodiversity impacts	Conservation areas in close proximity (copper production sites)
Economic performance		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, BP-2, pages 114–115 Annual Report 2024/25, SBM-1, page 118 Annual Report 2024/25, SBM-3, page 120
GRI 201: Economic performance 2016		
GRI 201-1	Direct economic value generated and distributed	Annual Report 2024/25, Consolidated Income Statement, page 196
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Annual Report 2024/25, Risk and Opportunity Report, pages 101–103 Annual Report 2024/25, E1-SBM-3, pages 128–131
GRI 201-3	Defined benefit plan obligations and other retirement plans	Annual Report 2024/25, Notes to the Consolidated Financial Statement, pages 228–231
Indirect economic impact		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, S3, pages 163–166
GRI 203: Indirect economic impacts 2016		
GRI 203-1	Infrastructure investments and services supported	Annual Report 2024/25, S3-4, pages 165–166 Total expenditure for social engagement and regional distribution in FY 2024/25
GRI 203-2	Significant indirect economic impacts	Annual Report 2024/25, S2-SBM-3, page 160 Annual Report 2024/25, S3-SBM-3, pages 163–164

GRI standard	Disclosure	Location
Anti-corruption		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, G1, pages 166–170
GRI 205: Anti-corruption 2016		
GRI 205-1	Operations assessed for risks related to corruption	Annual Report 2024/25, G1-3, pages 169–170
GRI 205-2	Communication and training about anti-corruption policies and procedures	Compliance and anti-corruption: Employees trained in the past three years fiscal years
GRI 205-3	Confirmed incidents of corruption and actions taken	Incidents or lawsuits
Anti-competitive behavior		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, G1, pages 166–170
GRI 206: Anti-competitive behavior 2016		
GRI 206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Incidents or lawsuits
Tax		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Aurubis Group Tax Strategy
GRI 207: Tax 2019		
GRI 207-1	Approach to tax	Aurubis Group Tax Strategy
GRI 207-2	Tax governance, control, and risk management	Aurubis Group Tax Strategy
GRI 207-3	Stakeholder engagement and management of concerns related to tax	Aurubis Group Tax Strategy
Materials		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, E5, pages 147–150
GRI 301: Materials 2016		
GRI 301-1	Materials used by weight or volume	Allocation of resource inflows
GRI 301-2	Recycled input materials used	Recycled content of products Average recycled copper content in copper cathodes in the group in FY 2024/25

GRI standard	Disclosure	Location
Energy		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, E1, pages 128–138
GRI 302: Energy 2016		
GRI 302-1	Energy consumption within the organization ¹	Annual Report 2024/25, E1-5, page 138 Energy consumption
GRI 302-3	Energy intensity	Annual Report 2024/25, E1-5, page 138 Energy intensity per net revenue
GRI 302-4	Reduction of energy consumption	Reduction in energy consumption and CO₂ emissions through individual projects
GRI 302-5	Reductions in energy requirements of products and services	Environmental Footprint Declarations of Our Products
Water and effluents		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, E3, pages 144–145
GRI 303: Water and effluents 2018		
GRI 303-1	Interactions with water as a shared resource	Annual Report 2024/25, E3, pages 144–145
GRI 303-2	Management of water discharge-related impacts	Annual Report 2024/25, E3, pages 147–148
GRI 303-3	Water withdrawal ¹	Water and effluents
GRI 303-4	Water discharge ¹	Water and effluents
GRI 303-5	Water consumption ¹	Water and effluents
Emissions		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, E1, pages 128–138
GRI 305: Emissions 2016		
GRI 305-1	Direct (Scope 1) GHG emissions ¹	Annual Report 2024/25, E1-6, pages 139–140 CO₂ emissions in FY 2024/25
GRI 305-2	Energy indirect (Scope 2) GHG emissions ¹	Annual Report 2024/25, E1-6, pages 139–140 CO₂ emissions in FY 2024/25
GRI 305-3	Other indirect (Scope 3) GHG emissions ¹	Annual Report 2024/25, E1-6, pages 139–140 CO₂ emissions in FY 2024/25

GRI standard	Disclosure	Location
GRI 305-4	GHG emissions intensity ¹	Annual Report 2024/25, E1-6, pages 139–140 CO₂ emissions in FY 2024/25
GRI 305-5	Reduction of GHG emissions	Reduction in energy consumption and CO₂ emissions through individual projects
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions ¹	Nitrogen oxides (NO_x), sulfur oxide (SO₂), and dust
Waste		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, E5, pages 147–149
GRI 306: Waste 2020		
GRI 306-1	Waste generation and significant waste-related impacts	Annual Report 2024/25, E5, page 147 Annual Report 2024/25, E5-4, pages 149–150
GRI 306-2	Management of significant waste-related impacts	Annual Report 2024/25, E5-2, page 148 Annual Report 2024/25, E5-5, page 150
GRI 306-3	Waste generated	Waste
GRI 306-4	Waste diverted from disposal	Waste
GRI 306-5	Waste directed to disposal	Waste
Supplier environmental assessment		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, G1-2, pages 167–168
GRI 308: Supplier environmental assessment 2016		
GRI 308-1	New suppliers that were screened using environmental criteria	Annual Report 2024/25, G1-2, pages 167–168
GRI 308-2	Negative environmental impacts in the supply chain and actions taken ¹	Annual Report 2024/25, G1, pages 166–167 Annual Report 2024/25, G1-2, pages 167–168
Employment		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, S1, pages 150–156 Annual Report 2024/25, S1-17, pages 159–160
GRI 401: Employment 2016		
GRI 401-1	New employee hires and employee turnover	Other personnel metrics
GRI 401-3	Parental leave	Work–life balance metrics

GRI standard	Disclosure	Location
Occupational health and safety		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, S1, pages 150–156 Annual Report 2024/25, S1-14, page 159
GRI 403: Occupational health and safety 2018		
GRI 403-1	Occupational health and safety management system	Annual Report 2024/25, S1-14, page 159
GRI 403-2	Hazard identification, risk assessment, and incident navigation	Annual Report 2024/25, S1-4, pages 153–155
GRI 403-3	Occupational health services	Annual Report 2024/25, S1-1, pages 151–152
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Annual Report 2024/25, S1-4, pages 153–155
GRI 403-5	Worker training on occupational health and safety	Annual Report 2024/25, S1-4, pages 153–155
GRI 403-6	Promotion of worker health	Annual Report 2024/25, S1-4, pages 153–155
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report 2024/25, S1-1, pages 151–152 Annual Report 2024/25, S1-14, page 159
GRI 403-8	Workers covered by an occupational health and safety management system ¹	Annual Report 2024/25, S1-14, page 159
GRI 403-9	Work-related injuries ¹	Occupational safety metrics Other occupational safety metrics Annual Report 2024/25, S1-1, pages 151–152
GRI 403-10	Work-related ill health ¹	Occupational safety metrics Other occupational metrics Annual Report 2024/25, S1-1, pages 151–152
Training and Education		
GRI 3: Material topics 2021		
GRI 3-3	Management of material topics	Annual Report 2024/25, S1, pages 150–156 Annual Report 2024/25, S1-17, pages 159–160
GRI 404: Training and education 2016		
GRI 404-1	Average hours of training per year per employee	Training metrics

GRI standard	Disclosure	Location
GRI 404-2	Programs for upgrading employee skills and transition assistance programs ¹	Annual Report 2024/25, S1-4, pages 153–155

Diversity and equal opportunity

GRI 3: Material topics 2021

GRI 3-3	Management of material topics	Annual Report 2024/25, S1, pages 150–156 Annual Report 2024/25, S1-17, pages 159–160
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GRI 405: Diversity and equal opportunity 2016

GRI 405-1	Diversity of governance bodies and employees ¹	Proportion of women in management Age structure of employees Individuals with disabilities Annual Report 2024/25, Corporate Governance, page 18-24 Executive Board
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Non-discrimination

GRI 3: Material topics 2021

GRI 3-3	Management of material topics	Annual Report 2024/25, S1, pages 150–156 Annual Report 2024/25, S1-17, pages 159–160
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GRI 406: Non-discrimination 2016

GRI 406-1	Incidents of discrimination and corrective actions taken	Incidents, complaints and severe human rights impacts Annual Report 2024/25, S1-17, page 159
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Freedom of association and collective bargaining

GRI 3: Material topics 2021

GRI 3-3	Management of material topics	Annual Report 2024/25, S1, pages 150–156 Annual Report 2024/25, S1-17, pages 159–160 Annual Report 2024/25, S2, pages 160–163
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GRI 407: Freedom of association and collective bargaining 2016

GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report 2024/25, S1, pages 150–156 Annual Report 2024/25, S1-17, pages 159–160 Annual Report 2024/25, S2, pages 160–163
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Child labor

GRI 3: Material topics 2021

GRI 3-3	Management of material topics	Annual Report 2024/25, S1-SBM-3, pages 150–151 Annual Report 2024/25, S1-17, pages 159–160 Annual Report 2024/25, S2, pages 160–163
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GRI standard	Disclosure	Location
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GRI 408: Child labor 2016

GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Annual Report 2024/25, G1-2, pages 167–168
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Forced or compulsory labor

GRI 3: Material topics 2021

GRI 3-3	Management of material topics	Annual Report 2024/25, S1-SBM-3, pages 150–151 Annual Report 2024/25, S1-17, pages 159–160 Annual Report 2024/25, S2, pages 160–163
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GRI 409: Forced or compulsory labor 2016

GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report 2024/25, G1-2, pages 167–168
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Local communities

GRI 3: Material topics 2021

GRI 3-3	Management of material topics	Annual Report 2024/25, S3, pages 163–166
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GRI 413: Local communities 2016

GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Annual Report 2024/25, S3-2, pages 164–165 Annual Report 2024/25, S3-3, page 165
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GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Annual Report 2024/25, S3-SBM-3, pages 163–164
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Supplier social assessment

GRI 3: Material topics 2021

GRI 3-3	Management of material topics	Annual Report 2024/25, G1-2, pages 167–168
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GRI 414: Supplier social assessment 2016

GRI 414-1	New suppliers that were screened using social criteria	Annual Report 2024/25, G1-2, pages 167–168
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GRI 414-2	Negative social impacts in the supply chain and actions taken	Annual Report 2024/25, S3-SBM-3, pages 163–164
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¹ Methodologies and/or concepts used to prepare this information are aligned with ESRS. They therefore might differ from the referenced GRI standard.

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Disclaimer

This information contains forward-looking statements based on current assumptions and forecasts. The impact of various known and unknown risks, uncertainties and other factors could result in actual future results, financial situations, or developments that differ from the estimates given here. We assume no liability for updating forward-looking statements.

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